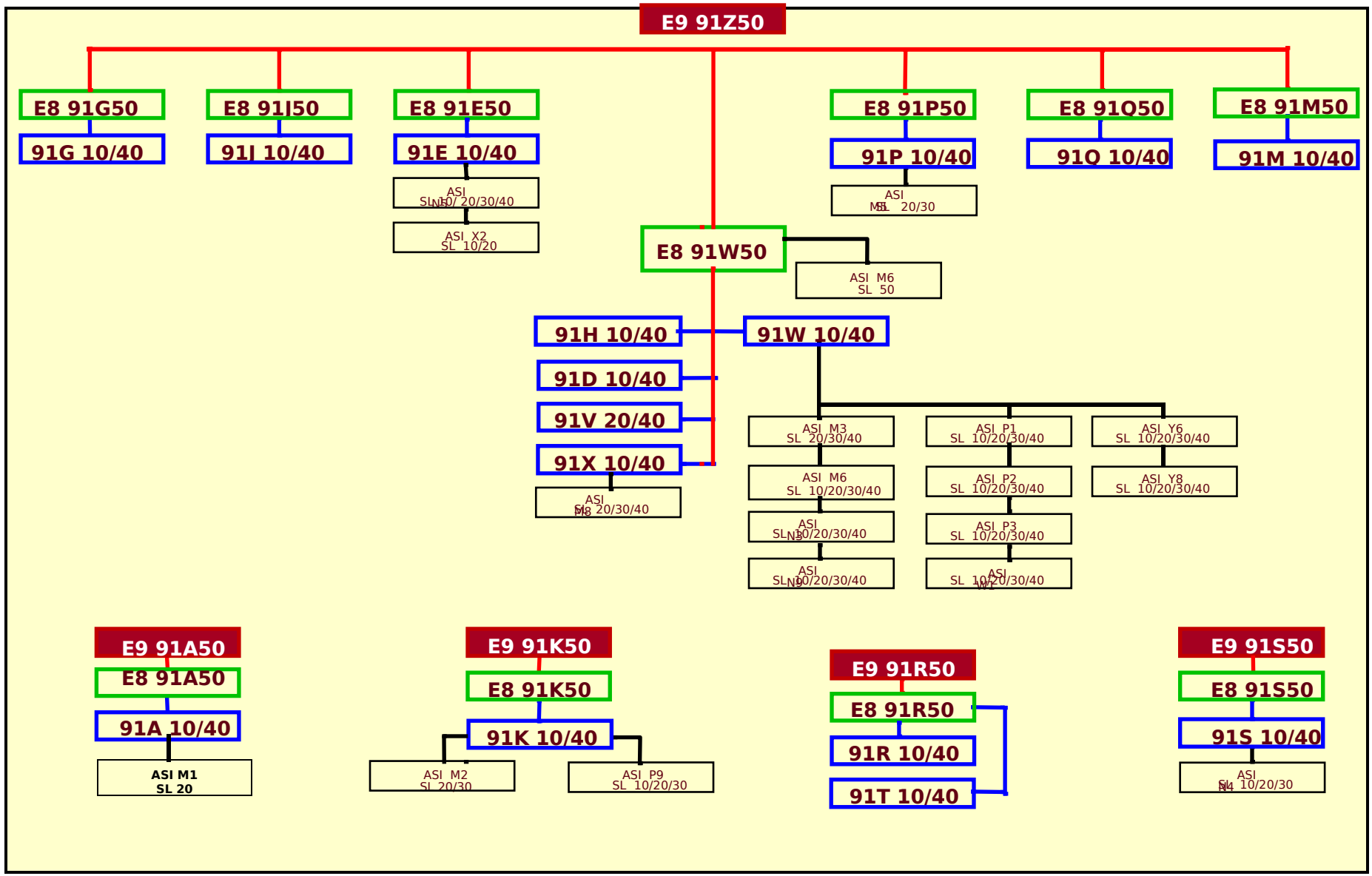
MSG SELECTION BOARD BRIEFING
04 OCTOBER 2005

AMEDD PERSONNEL PROPONENT INFORMATION PACKET – CMF 91

CMF 91 CAREER PATTERN



CMF 91 - MEDICAL

General Information about CMF 91

- **Overall CMF Mission –** Provides medical assistance/ treatment in support of the Global War on Terrorism, while maintaining support to all beneficiaries
- **Force Modernization Effects –** Transformation in concert with the Army to support evolving missions, advancing technology and changing demographics; i.e., MRI conversion from MF2K, MIL/CIV
- **Unique CMF Characteristics –** Equal mission importance in both times of peace and war
- **General Information about CMF –** CMF 91 is composed of 17 MOSs and 19 ASIs representing various medical specialties which mirror their civilian counterparts, some of which require certification/licensure

MOS DESCRIPTION

Senior Medical Maintenance NCO - 91A50

- Reviews and oversees MOS technical training
- Develops AMEDD Logistical Material Maintenance Programs
- Performs administrative and technical duties as principal Medical Maintenance NCO
- Functions as the senior Medical Maintenance Advisor on technical issues and personnel management
- Reviews quality control procedures

DEPLOYABLE, COMPUTED AXIAL TOMOGRAPHY, COMPUTED TOMOGRAPHY MAINTAINER AND REPAIRER (ASI M1) Maintains and repairs deployable Computed Axial Tomography Scan and Computed Tomography

MOS DESCRIPTION

Senior Dental NCO - 91E50

- Serves as principal NCO of staff section, DENTAC, dental laboratory, or dental organization
- Assists Commander in the administrative and technical supervision of subordinate dental facilities
- Coordinates and supervises unit preventive maintenance and supply programs
- Provides the Commander with technical assistance in the development of operational plans and requirements for mobilization of Dental Units

DENTAL LABORATORY SPECIALIST (ASI N5)

Performs basic dental laboratory procedures, which includes the fabrication of complete dentures, removable partial dentures, fixed prosthodontics, and special protheses

PREVENTIVE DENTISTRY SPECIALTY (ASI X2)

Conducts oral hygiene prophylactic procedures, and individual disease control programs

MOS DESCRIPTION

Patient Administration NCO - 91G50

- Performs duties as the NCOIC for Patient Administration Division (PAD), MEDDAC/MEDCEN
- Creates, writes and interprets PAD policies and programs
- Serves as a Physical Evaluation Board Liaison Officer (PEBLO)
- Tracks patients within inter/intra theater and CONUS through the USTRANSCOM TRAC2ES system
- Serves as a decedent affairs counselor; involved in casualty processing and disposition

MOS DESCRIPTION

Medical Logistics NCO - 91J50

- Supervises large sized logistics division medical supply, stock control, property management and storage activities
- Manages functional areas pertaining to the highly specialized and technical materiel and services utilized in support of the health care delivery system
- Serves as a focal point for medical property management and accountability procedures
- Advises staff on matters regarding supply and service
- Develops, coordinates, and supervises the supply support portion of an integrated logistics support plan.

MOS DESCRIPTION

Medical Laboratory NCO - 91K50

- Serves as general supervisor for large medical laboratory activities
- Performs technical and administrative duties as the senior Medical Laboratory NCO
- Advises command in strategic planning, risk management, and blood management
- Evaluates training programs and implements improvement plans

CYTOLOGY SPECIALIST (ASI M2) – Evaluates cellular elements to recognize normal, inflammatory, benign, and malignant conditions by analyzing cellular changes

BIOLOGICAL SCIENCES ASSISTANT (ASI P9) – Conducts laboratory research projects

MOS DESCRIPTION

Senior Nutrition Care NCO - 91M50

- Supervises the Nutrition Care Division at Medical Centers or appropriate headquarters staff positions
- Coordinates activities of subordinate branches to include Production and Service, Medical Nutrition Therapy, and Nutrition Intervention and Wellness Clinics
- Develops policy and manages large scale industrial food service operations
- Provides technical guidance to Regional Medical Centers and Medical Brigade Operations on matters relating to Class I issues

MOS DESCRIPTION

Chief Radiology NCO - 91P50

- Supervises radiology activities in MEDCEN, large MEDDAC or Combat Support Hospital
- Directs the development and training of the military and civilian radiology technologist
- Manages personnel affairs, supply economy procedures, and fiscal matters
- Reviews operations to ensure compliance with the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) standards

NUCLEAR MEDICINE SPECIALIST (ASI M5)

Operates and maintains clinical nuclear medicine instrumentation, and performs computer analysis

MOS DESCRIPTION

Senior Pharmacy NCO - 91Q50

- Supervises pharmacy activities within the Army Medical Department and ensures compliance with quality control methods and procedures
- Ensures compliance with Army and Federal rules, laws and regulations relative to pharmacy operations
- Reviews established stock levels to ensure compliance with command guidance
- Reviews requisitions for standard and nonstandard items
- Coordinates personnel matters pertaining to pharmacy with other elements of the medical treatment facility

MOS DESCRIPTION

Chief Veterinary NCO - 91R50

- Supervises large veterinary service units or serves on veterinary staff
- Senior enlisted advisor on all issues involving enlisted soldiers
- Coordinates veterinary service activities with all elements of Department of Defense organizations
- Reviews subordinate unit activities and evaluates training programs

MOS DESCRIPTION

Preventive Medicine NCO - 91S50

- Supervises large preventive medicine services or units
- Serves as senior enlisted advisor on all personnel issues
- Develops command-wide regulations and polices relating to preventive medicine services
- Evaluates training programs and provides recommendations for improvements

HEALTH PHYSICS SPECIALIST (ASI N4)

Conducts radiation surveys of AMEDD facilities, and maintains records of worker

radiation exposure history

MOS DESCRIPTION

Senior Health Care NCO - 91W50

- Functions as senior enlisted advisor to Commanders, Directors, Department Chiefs, and staff agencies on all matters pertaining to enlisted personnel

- Must be qualified in one of the following five MOSs at the grade of SFC: 91D, 91H, 91V, 91X, or 91W

- Must be knowledgeable in technical and tactical missions, responsibilities and operations of all medical functional activities

DIALYSIS SPECIALTY (ASI M3) - Performs safe and effective hemodialysis treatments and therapies

PRACTICAL NURSE (ASI M6) - Provides nursing care for in/outpatients, emergency and minor acute treatments, and casualty care management

OCCUPATIONAL THERAPY SPECIALTY (ASI N3) – assists in the implementation of remedial health maintenance and prevention programs for psychiatric and physical disability patients

MOS DESCRIPTION

Senior Health Care NCO - 91W50 (ASIs)

PHYSICAL THERAPY SPECIALTY (ASI N9) – Evaluates the normal movement of the human body and applies physical therapy techniques as a part of patient care

ORTHOPEDIC SPECIALTY (ASI P1) – Assists in minor surgery, and removal of cast and splints; and provides education on proper care and use of orthopedic appliances, soft goods, equipment and materials;

EAR, NOSE, AND THROAT SPECIALTY (ASI P2) – Provides diagnostic and audiometric testing to assist medical doctors in the treatment of Ear, Nose, and Throat ailments

EYE SPECIALTY (ASI P3) – Provides diagnostic vision testing to assist medical doctors in the treatment of eye diseases, injuries, and correction of vision deficiencies

CIVIL AFFAIRS MEDICAL SPECIALTY (ASI W1) – Provides preventive medical measures and medical treatment in theater of operation

CARDIOVASCULAR SPECIALIST (ASI Y6) – Performs diagnostic test utilizing echocardiographic and phonocardiographic equipment and related procedures

ALLERGY/IMMUNOLOGY SPECIALIST (ASI Y8) – Administers vaccines to all service members, DOD employees, and dependents; also specializing in the handling of Anthrax, Hepatitis A & B, and smallpox vaccines

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

CHALLENGING/HIGH RISK ASSIGNMENTS:

- Project Warrior/Observer Controller
- Recruiter
- Drill Sergeant
- Civil Affairs Medical NCO
- Small Group Leader/Senior Small Group Leader
- Professional Development NCO
- Reserve Component Advisor
- Equal Opportunity Advisor
- Inspector General NCO

LEADERSHIP OPPORTUNITIES:

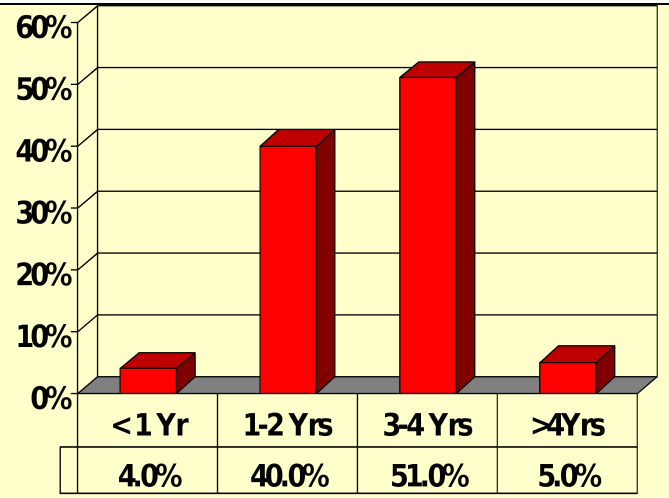
- Detachment NCO
- Platoon Sergeant
- Wardmaster
- Clinic NCOIC

EDUCATION

MILITARY EDUCATION:

- WLC
- BNCOC
- ANCOC
- FUNCTIONAL COURSES
- MOS ENHANCING COURSES
- MOS RELATED TECHNICAL CERTIFICATIONS

CIVILIAN EDUCATION:



Percentage is of all SFCs in this CMF considered for promotion during the CY 04 MSG Selection Board

UNIQUE MOS CHARACTERISTICS

TOE VS TDA ASSIGNMENTS:

At the rank of SFC, 72% of positions are in TDA units; at the rank of SSG, 67% of positions are in TDA units.

CHALLENGING ASSIGNMENTS:

- **IG NCO, EO Advisor, Project Warrior, Senior SGL/SGL, AC/RC Advisor, and Drill SGT**

	IG NCO AUTHS	EO ADVISOR AUTHS	INSTRUCTOR/SGL AUTHS	DRILL SGT AUTHS	PROJECT WARRIOR AUTHS	AC/RC Advisor AUTHS
SFC	8 (.3%)	27 (1%)	277 (11%)	33 (1.3%)		20(.7%)
						46(2%)

(x.x%) = Percent of authorizations for that grade based on total authorizations

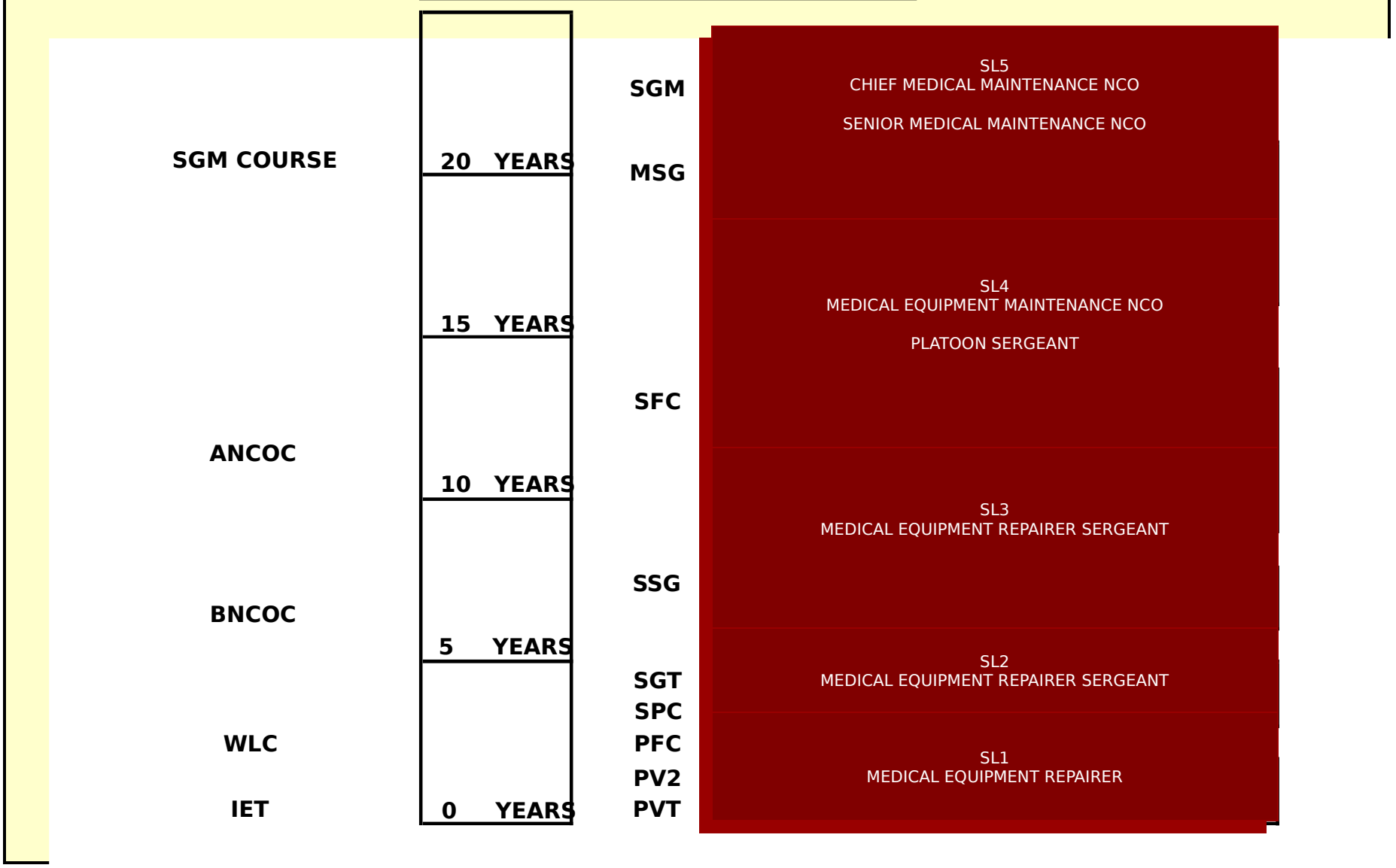
SPECIAL MOS CONSIDERATIONS

- Platoon Sergeant authorizations are documented for 91A, 91J, 91K and 91Ws only. However Senior Operating Room NCOs, Dental NCOs, Senior Optical Laboratory NCOs, Mental Health NCOs, Nutrition Care NCOs, Patient Administration NCOs, Pharmacy NCOs, Senior Radiology NCOs, Practical Nurse NCOs, Preventive Medicine NCO, Veterinary Operations NCO, Veterinary Service NCOs, and Respiratory NCOs perform at a high level of responsibility despite their lack of opportunity for Platoon Sergeant duty

- Limited opportunity exists for field experience in low density MOSs and ASIs

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91A



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ANSOC

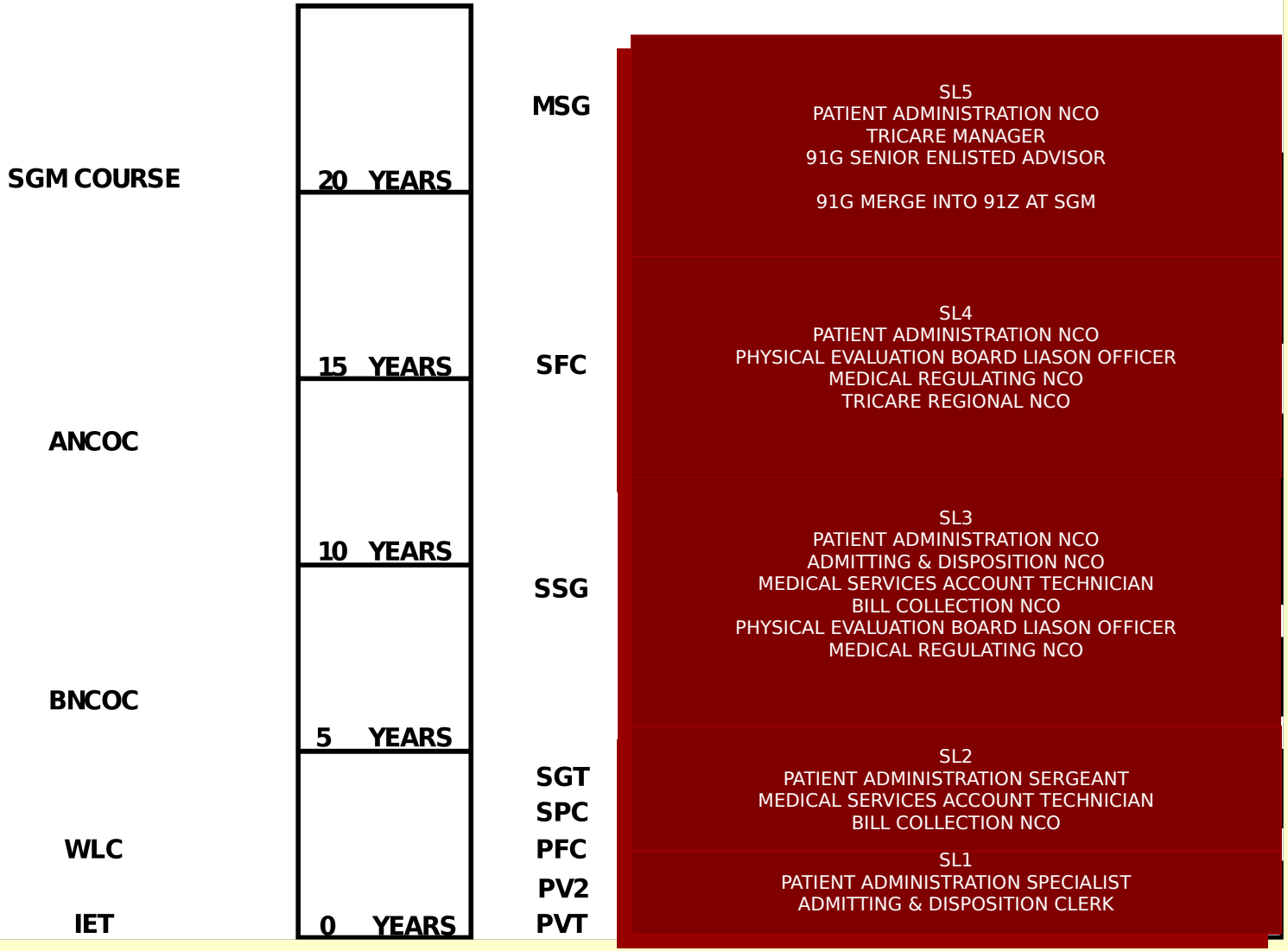
TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91E

SGM COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT SENIOR DENTAL NCO STAFF DENTAL NCO 91E MERGE INTO 91Z AT SGM
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT NCO SENIOR DENTAL NCO OPERATIONS NCO PRACTICE MANAGERS SENIOR DENTAL LAB SERGEANT
ANCOC	10 YEARS	SSG	SL3 SENIOR DENTAL LAB SERGEANT SENIOR DENTAL SERGEANT PRACTICE MANAGERS
BNCOC	5 YEARS	SGT SPC	SL2 DENTAL SERGEANT PREVENTIVE DENISTRY SERGEANT DENTAL LAB SERGEANT
WLC		PFC PV2	SL1 DENTAL SPECIALIST PREVENTIVE DENISTRY SPECIALIST DENTAL LAB SPECIALIST
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91G



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CAREER PROGRESSIO[redacted]

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91J

SGM COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT PROPERTY MANAGEMENT SERGEANT MEDICAL LOGISTICS SERGEANT MEDICAL STORAGE SUPERVISOR OPERATIONS NCO 91J MERGE INTO 91Z AT SGM
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT SERGEANT PLATOON SERGEANT MEDICAL STORAGE SUPERVISOR STOCK CONTROL SUPERVISOR MATERIEL DISTRIBUTION SUPERVISOR PROPERTY MANAGEMENT SERGEANT
ANCOC	10 YEARS	SSG	SL3 MEDICAL LOGISTICS SERGEANT MEDICAL STORAGE SUPERVISOR STOCK CONTROL SUPERVISOR MATERIEL DISTRIBUTION SUPERVISOR PROPERTY MANAGEMENT SERGEANT
BNCOC	5 YEARS	SGT	SL2 MEDICAL LOGISTICS SERGEANT
WLC		SPC PFC	SL1 MEDICAL LOGISTICS SPECIALIST VEHICLE DRIVER
IET	0 YEARS	PV2 PVT	

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91K

		SGM	SL5 SENIOR MEDICAL LABORATORY NCO CHIEF MEDICAL LABORATORY NCO
SGM COURSE	20 YEARS	MSG	
	15 YEARS	SFC	SL4 DETACHMENT SERGEANT PLATOON SERGEANT MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY NCO
ANCOC	10 YEARS	SSG	SL3 MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY NCO SECTION CHIEF
BNCOC	5 YEARS	SGT	SL2 MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY SERGEANT
		SPC	
WLC		PFC	SL1 MEDICAL LABORATORY SPECIALIST BLOOD DONOR CENTER OPERATIONS SPECIALIST BIOLOGICAL SCIENCE SPECIALIST
		PV2	
IET	0 YEARS	PVT	

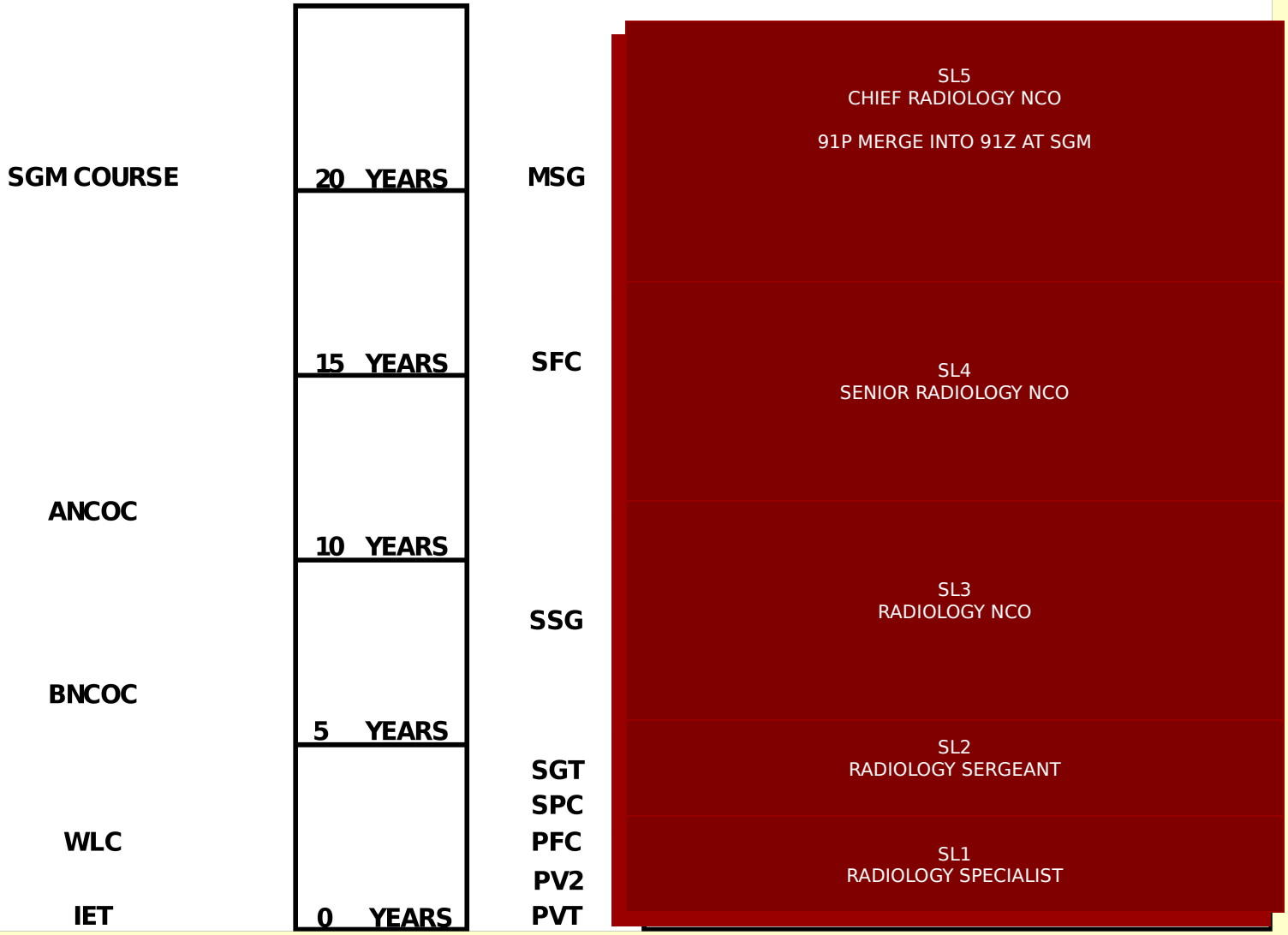
TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91M

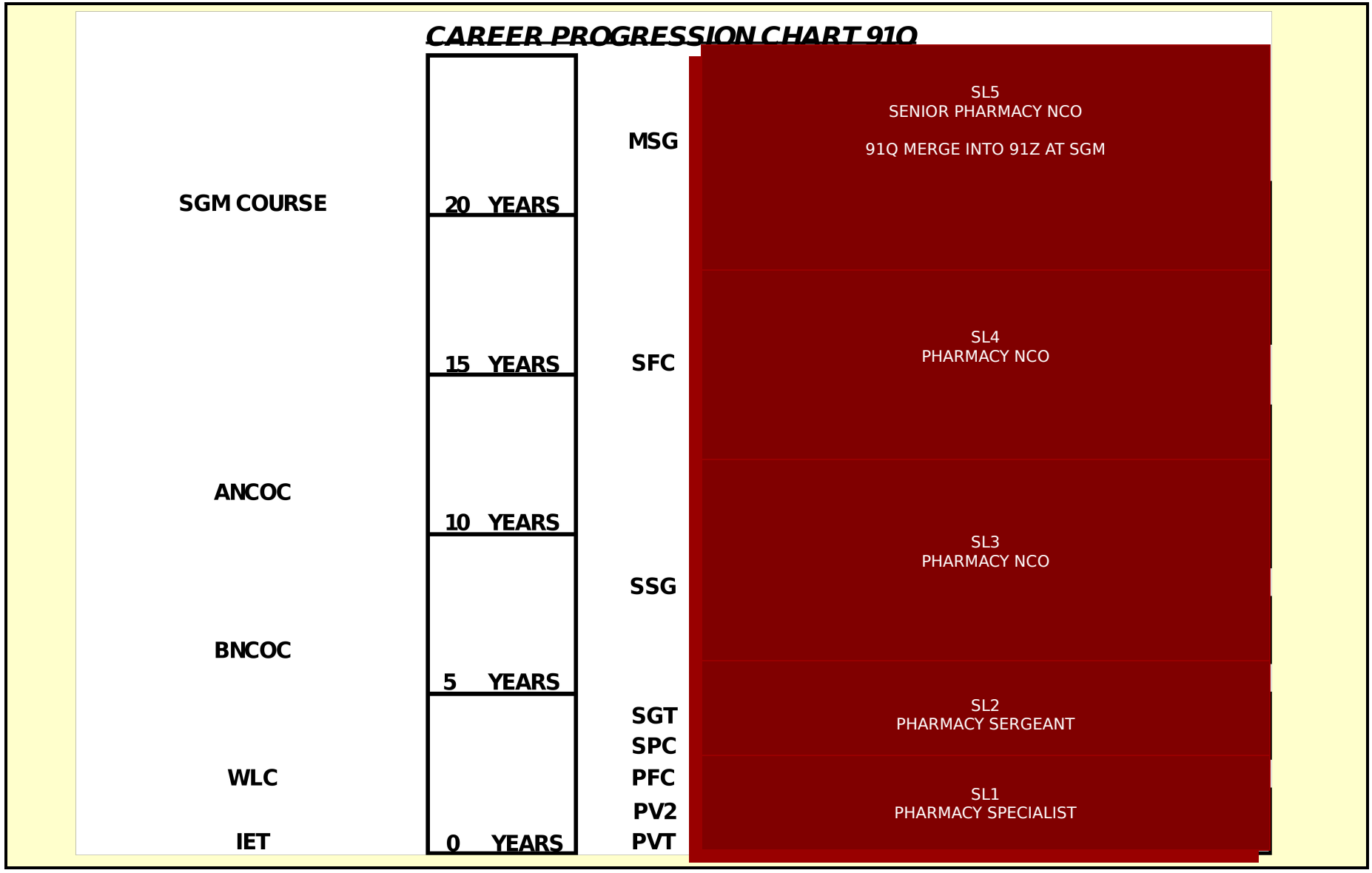
SGM COURSE	20 YEARS	MSG	SL5 SENIOR NUTRITION CARE NCO 91M MERGE INTO 91Z AT SGM
	15 YEARS	SFC	SL4 NUTRITION CARE NCO
ANCOC	10 YEARS	SSG	SL3 NUTRITION CARE NCO
BNCOC	5 YEARS	SGT SPC	SL2 NUTRITION CARE SERGEANT
WLC		PFC PV2	SL1 NUTRITION CARE SPECIALIST
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91P



TYPICAL CAREER PATTERN

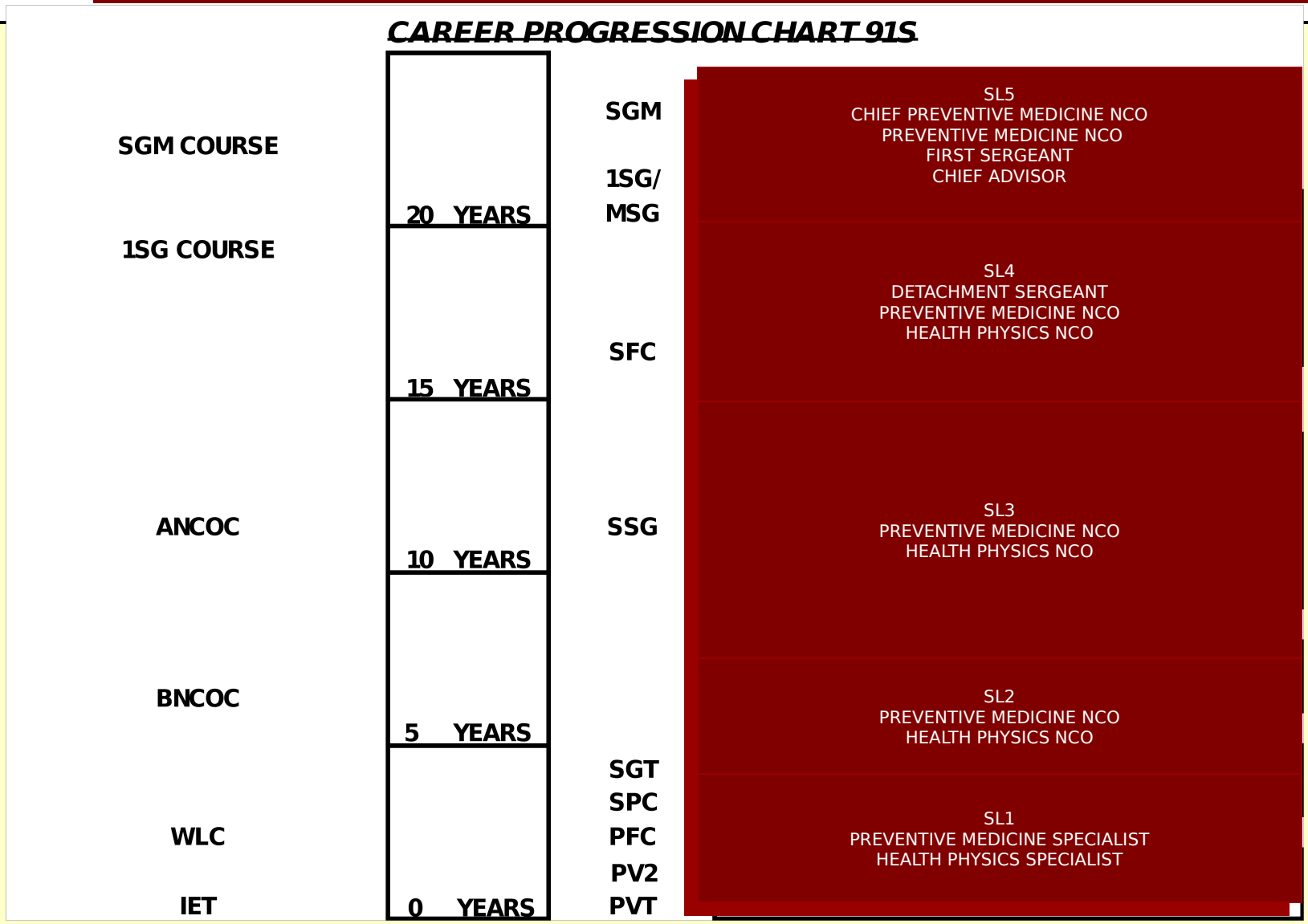


TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91R

SGM COURSE	20 YEARS	SGM 1SG MSG	SL5 SENIOR VETERINARY NCO FIRST SERGEANT CHIEF VETERINARY NCO
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT SERGEANT VET SERVICES NCO FOOD INSPECTION NCO BRANCH NCO(MULTIPLE STATES AND/OR INSTALLATIONS MARINE CORPS FOOD MANAGEMENT TEAM
ANCOC	10 YEARS	SSG	SL3 FOOD INSPECTION NCO PRODUCT QUALITY NCO QUALITY AUDITOR VET SERVICES NCO BRANCH NCO(MULTIPLE STATES AND/OR INSTALLATION)
BNCOC	5 YEARS	SGT	SL2 FOOD INSPECTION NCO SUBSTANCE SURVEILLANCE INSPECTOR QUALITY AUDITOR PROCUREMENT SERGEANT NAVY SHIP RIDER SUBSTANCE SURVEILLANCE INSPECTOR
WLC		SPC PFC PV2	SL1 FOOD INSPECTION SPECIALST
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN



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TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91W

SGM COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT SR HEALTH CARE NCO SR CAREER ADVISOR SR OPERATIONS SERGEANT PLANS NCO SR PRACTICAL NURSE NCO 91W MERGE INTO 91Z AT SGM
1SG COURSE BATTLE STAFF COURSE			
	15 YEARS	SFC	SL4 DETACHMENT NCO PLATOON SERGEANT HEALTH CARE NCO EMERGENCY MEDICAL NCO CLINIC NCO OPERATIONS NCO PLANS SERGEANT
ANCOC	10 YEARS		
		SSG	SL3 HEALTH CARE NCO EMERGENCY CARE NCO SECTION NCO
BNCOC	5 YEARS		
		SGT SPC	SL2 HEALTH CARE SERGEANT EMERGENCY MEDICAL CARE NCO EMERGENCY TREATMENT NCO AMBULANCE AIDE/DRIVER
WLC		PFC PV2	SL1 HEALTH CARE SPECIALIST EMERGENCY MEDICAL CARE SPECIALIST AMBULANCE AIDE/DRIVER LITTER BEARER
IET	0 YEARS	PVT	

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ANCOC

CMF 91 – MEDICAL
Professional Development Model

DEVELOPMENTAL ASSIGNMENTS					
RANKS	PVT- PFC SPC/CPL	SGT	SSG	SFC	MSG
SKILL LEVELS	SKILL LEVEL 1O	SKILL LEVEL 2O	SKILL LEVEL 3O	SKILL LEVEL 4O	SKILL LEV 5O
DUTY ASSIGNMENTS			RECRUITER DRILL SGT SGL/INSTRUCTOR	OBSERVER/CONTROLLER SGL/INSTRUCTOR AC/RC ADVISOR EO ADVISOR IG NCO DRILL SGT	AC/RC ADVISOR EO ADVISOR IG NCO
	TEAM LEADER		OPERATIONS/INTEL SGT/BATTLE STAFF NCO		
		SQUAD LEADER		PLATOON SGT	FIRST SERGEANT
INSTITUTIONAL TRAINING					
	BCT/AIT/WLC	BNCOC	ANCOC	Battle Staff NCO Course/1SG Course	SERGEANTS COURS
SELF DEVELOPMENT					
RECOMMENDED NCOES-RELATED COURSES AND ACTIVITIES	PRIOR TO PLDC	PRIOR TO BNCOC	PRIOR TO ANCOC		PRIOR T SMC
	English Composition	Communication Skills	Principles of Management		Research Tec (Statistic
	Basic Mathematics	Personnel Supervision	Organizational Behavior		Human Res Managem
	Computer Literacy	Behavioral Science	Information Mgt Systems		
		Stress Management	Technical Writing		
		Fundamentals of Speech	Health & Fitness		
		Maintenance Management			
		Records Management			
	Recommended Reading Standard: 10 Achieve Writing Standard*	Recommended Reading Standard: 11 Achieve Writing Standard*	Recommended Reading Standard: 12 Achieve Writing Standard*		

CMF 91 – MEDICAL
Professional Development Model (cont)

	Physics (42E)	Foreign Language	Economics	Hospital Administration	ACCP Continued
	Anatomy & Physiology	Educational Psychology	Counseling	Health Care Law	
	Psychology & Sociology	Comparative Anatomy	Human Relations	Health Care Planning	
	Typing/Intro to Keyboards	ACCP Continued	Medical/Legal Ethics	Basic SDATS	
	Foreign Language	Continue Computer Courses	Management Strategy	ACCP Continued	
	Consult Supervisor for recommended ACCP appropriate for next skill level		Leadership Management Problem Solving ACCP Cont'd Continue Computer	Continue Computer Courses	
RECOMMENDED CMF RELATED CERTIFICATION OR		AA/AS		BA/BS	
NOTE	* See DA Pam 600-67. The Army Writing Standard is writing that can be understood in a single rapid reading, and is generally free of errors in grammar, mechanics, and usage.				
	ACCP - Army Correspondence Course Program			APPROVED BY: Commandant, AMEDD Center & School	
	DATE: 18 October 1991		UPDATED: 5 August 2005		

RECOGNITION OR AWARDS

- Expert Field Medical Badge (EFMB)/ Combat Medical Badge (CMB)/ Combat Action Badge (CAB)
- Order of Military Medical Merit (O2M3)
- SGT Audie Murphy and SGT Morales
- Drill Sergeant of the Year
- Soldier/NCO of the Year

PROMOTION POTENTIAL INDICATORS

The following indicators should be considered when evaluating promotion potential for 91 CMF NCOs to the grade of MSG:

- **Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility**

- **DA 1059 indicating met or exceeded NCOES and functional course standards or achievement as Distinguished/Honor Graduate, Commandants List, Leadership Award**

- **Maintained high physical fitness standards and consistent compliance with height and weight standards**

- **Consistently sought learning opportunities through military**